



Program to Support Faculty Career Progression Post-Tenure

Revised
9/13/2021

A continuous goal of the College is to create a supportive working environment for faculty members throughout their careers as they advance from assistant to full professor. The post-tenure phase is typically characterized by an increase in one's departmental and/or institutional service responsibilities. The College recognizes that associate professors enter a critical period of their career progression post-tenure and that these faculty may need additional direction and time off from teaching to advance their scholarship and creative endeavors. It is important that recently tenured professors are provided with guidance, resources and support at this juncture. The College's post-tenure program addresses this need by: (1) emphasizing formal mentoring, (2) encouraging the creation of a comprehensive career development plan and (3) providing a semester release from teaching. To be eligible for this program, the faculty member must:

- Be three-to-four years post-tenure (e.g., to be eligible to take a release in AY22-23, the faculty member should have received tenure in 2019 or 2020) and hold the rank of associate professor
- Possess a record of continuous productivity post-tenure including excellent teaching and service
- Have not taken a research leave other than a sabbatical¹ since receiving promotion and tenure
- Identify a formal mentor upon attaining the rank of associate professor. The mentor will work with the faculty member on the following activities:
 - defining the scholarly and/or creative agenda and/or refocusing any past career plans
 - meeting at least twice a semester to review progress
 - (mentor only) reviewing and providing feedback on the faculty member's career plan and on progress toward promotion after the faculty member completes the program
- Submit the Teaching Release Request Form
- Submit a short proposal (no more than five pages) prepared in consultation with the department chair and mentor that includes: career goals, scholarly and/or creative agenda and a proposed timetable to promotion
- Include an updated copy of the associate professor's curriculum vitae
- Agree to provide a report to the Dean's office that details specific activities and all scholarly and/or creative outputs within two months of completing the program

Please note that teaching replacement funds are not normally provided and that department Chairs should therefore support a faculty member's request for the post-tenure teaching release in a semester during which their classes are not needed.

¹ *Note on eligibility:* Faculty members who have received course reductions for service or sabbatical leaves are still eligible as well as those who have been granted a family leave. However, *faculty members who have been granted research leaves or internal fellowships that come with course reductions are ineligible. Upon completion of the program, the faculty member agrees to return to full-time teaching at UM for a minimum of one year.*